**Organisation behaviour – Personality**

Personality concerns consistent patterns of behavior, [cognition](http://en.wikipedia.org/wiki/Cognition), and [emotion](http://en.wikipedia.org/wiki/Emotion) in individuals. The study of personality in organizations has usually focused on the relation of specific traits to employee performance. There has been a particular focus on the [Big Five personality traits](http://en.wikipedia.org/wiki/Big_Five_personality_traits), which refers to five overarching personality traits and described as follows. (Migliore, 2011)

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| --- | --- |
| 1. Openness | Intellectually curious, open to new ideas, involves imaginative and creative cognition style |
| 1. Conscientiousness | Individuals control, regulate, and direct their impulses, as related to decision-making and action-oriented behaviors. |
| 1. Extraversion | Assertive, action oriented, and typifies individuals who enjoy opportunities for excitement, attention drawing, and talking |
| 1. Agreeableness | Concern for cooperation and social harmony, and behaviour characteristics include being considerate, friendly, generous, helpful, and willing to compromise one’s own interests for others. |
| 1. Neuroticism | Excessive worry that causes mental distress, emotional suffering, and an inability to cope with day-to-day life activities. |
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Study revealed that personality trait are open system that can be influenced by environment at any age. Typically the influencing factors are genetic (nature) and environmental influence (nurture).

<http://www.slideshare.net/SeemiJamil/influences-on-personality-7985058>

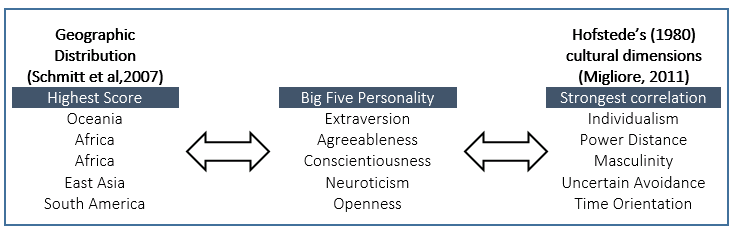
How does your personality shape your life? Can it dictate whether you are in the right job, make or break your relationship, influence your health and even how long you'll live? The BBC Child of Our Time will tell you more!

Do you know conscientiousness that the personality trait that more often predicts success? (Business Insider 2014). Read more about this here:

<http://www.businessinsider.sg/conscientiousness-predicts-success-2014-4/#.VHlLuPIcQs8>

“Psychologists also have identified few personality traits that call “dark triad”: Manipulatives, Narcissism and antisocial personality which are well-known for the bad behavior that can caused when dominant in people’s personalities and help people rise through the ranks’” (The Wall Street Journal 2014) Read more about this here : <http://online.wsj.com/articles/what-corporate-climbers-can-teach-us-1404862389>

Besides that, cross-cultural researchers have shown the difference in big five personality trait across cultures and nation. These offering insight toward leadership characteristic and certain occupational-job categories. For example, as per figure 1, the work related value for employee from Oceania is high likely to be extraversion and Individualism.

Figure 1:1

As noted by Knight and Willmott 2012, “*the successful selection and deployment of staff to post in organization depends upon the correct identification of personality* “. Since personality has direct impact in work organization, we need to carefully evaluate and study people behavior in order to build successful teams by mix of difference personality types.

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